



Michigan's Educational Personnel, 2001-2002 School Year

Introduction

For the 2001-2002 school year, the Center for Educational Performance and Information (CEPI) received data from 721 Michigan public school districts (out of 800 districts) pertaining to various educational personnel via the Registry of Educational Personnel (REP). This data is the most comprehensive set of public school personnel information ever gathered by the state. The following report provides a first glance at the gender, age, and racial/ethnic data that were submitted by the school districts during the 2001-2002 school year. CEPI plans to release more detailed analyses of these data in the future.

The data summarized in this report include three groups of Michigan K-12 public school employees: administrators, teachers, and paraprofessionals. The administrative group includes superintendents, assistant superintendents, principals, assistant principals, directors, consultants, and supervisors. The teachers include all individuals involved with the direct instruction of students. Paraprofessionals include individuals involved with assisting in the direct instruction of students. (Note: Data on support staff other than those listed here were not collected for the 2001-2002 school year.)

Administrators

The administrators reported comprised three groups of staff members: superintendents (including assistant superintendents), principals (including assistant principals) and supervisors (e.g., directors, department managers, coordinators, and consultants).

There were a total of 7,720 administrators reported by school districts. Within the administration group, 19 percent were superintendents, 45 percent were principals, and 36 percent were supervisors. Reference Table 1 for additional detail information.

Table 1: Administrators

	Number	Percent
Superintendents	1,481	19
Principals	3,485	45
Supervisors	2,754	36
Total	7,720	100

Note: Superintendents group includes assistant superintendents and administrators. Principals group includes assistant principals. Supervisors group includes directors, supervisors, coordinators and assistants.

Highlights

- ♦ The 2001-2002 submission of educational data by districts to CEPI is the most complete set of data about the age, race and gender of Michigan's K-12 public school personnel.
- ♦ Females represent 48 percent of the administrators, 74 percent of the teaching staff, and 94 percent of the paraprofessionals.
- ♦ The number of administrators and teachers in the 50-54 age range is higher than any other age range. The number of paraprofessionals in the 45-49 age range is higher than any other age range.
- ♦ Minorities represent less than 12 percent of administrators, teachers and paraprofessionals combined.
- ♦ More than 52 percent of teachers have a master's degree or higher. More than 77 percent of administrators have a master's degree or higher.

Table 2: Race/Ethnicity of Administrators

	Number	Percent
White	6,213	85.0
Black/African American	963	13.2
Hispanic/Latino	100	1.3
Asian	21	.3
American Indian	13	.2
Native Hawaiian/ Pacific Islander	1	.0
Total	7,311	100.0

Table 2 displays the racial/ethnic make-up of the administrator group. Minorities comprise approximately 15 percent of the administrators. Race or ethnicity was not reported for five percent of the administrators.

Administrator Averages and Percents:

Age	50 years
Length of Employment	14 Years
Males	52%
Females	48%

The average administrator is 50 years old, white, and has been employed by the school district for 14 years. Fifty-two percent of the administrators were reported as males and 48 percent were reported as females.

Table 3: Location of Administrators

	Number	Percent
Intermediate School District	1,049	14.0
Local Education Agency/Public School Academy	2,602	34.7
School Building	3,472	46.3
Program	357	4.8
Regional	12	.2
Total	7,492	100.0

Of those administrators for whom the highest level of educational experience was reported, more than 77 percent had a master's degree or higher. Of those administrators for whom a location was reported, over 80 percent of the administrators were assigned administrative responsibilities at either the district or school level.

Teachers

The number of teachers reported includes only those involved in the direct instruction of the students in the K-12 setting. Adult education, childcare, and preschool teachers are not included in this report. For the purposes of this report, teachers are subdivided into general education, special education, and career and technical education (CTE) categories.

Table 4: Teachers

	Number	Percent
General Education	73,124	80.8
Special Education	15,758	17.4
Career & Technical	1,614	1.8
Total	90,496	100.0

There was a total of 90,496 teachers reported. Almost 81 percent were primarily teaching in general education, 17 percent were teaching in special education, and almost two percent were career and technical education instructors. Table 4 includes additional detail information.

The racial/ethnic make-up of teachers is displayed in Table 5. Minorities comprise approximately 12 percent of the teachers for whom race/ethnicity was reported. Similar to the administrators, race or ethnicity was not reported for four percent of the teachers.

The average teacher is 44 years old, white, and has been employed by the school district for 12 years. Seventy-four percent of the teachers were reported as females and 26 percent were reported as males. Of those teachers for whom the level of educational experience was reported, more than 52 percent of teachers had a master's degree or higher. Over 95 percent of the instructional staff were assigned teaching responsibilities at the local district level, including public school academies.

Table 5: Race/Ethnicity of Teachers

	Number	Percent
White	77,456	88.8
Black/African American	8,140	9.3
Hispanic/Latino	1,081	1.2
Asian	370	.4
American Indian	192	.2
Native Hawaiian/Pacific Islander	40	.1
Total	87,279	100.0

Table 6: Location of Teachers

	Number	Percent
Intermediate School District	4,101	4.5
Local Education Agency	84,224	93.1
Public School Academy	2,171	2.4
Total	90,496	100.0

Teacher Averages:

Age	44 years
Length of Employment	12 Years
Males	26%
Females	74%

Paraprofessionals (Instructional Aides)

The paraprofessionals reported include those individuals providing direct classroom assistance to credentialed teachers. This group includes teaching assistants, teacher aides, and library aides.

There were a total of 19,384 paraprofessionals reported. The racial/ethnic make-up of paraprofessionals is displayed in Table 7. Minorities comprise almost 12 percent of the paraprofessional staff. Similar to the administrators and teachers, race or ethnicity was not reported for six percent of paraprofessionals.

The average paraprofessional is 45 years old, white, and has been employed in the school district for eight years. Ninety-four percent of the paraprofessionals were reported as females and six percent were reported as males. Of the paraprofessionals for whom the level of educational experience was reported, 85 percent indicated having a high school diploma, while the remaining 15 percent had an associate of arts degree or higher. Over 86 percent of the paraprofessionals were assigned instructional support responsibilities at the local district level, including public school academies (reference Table 8).

Paraprofessional Averages and Percents:

Age	45 years
Length of Employment	8 Years
Males	6%
Females	94%

Table 7: Race/Ethnicity of Paraprofessionals

	Number	Percent
White	16,126	88.4
Black/African American	1,416	7.8
Hispanic/Latino	541	3.0
Asian-American	80	.4
American Indian	58	.3
Native Hawaiian/Pacific Islander	15	.1
Total	18,236	100.0

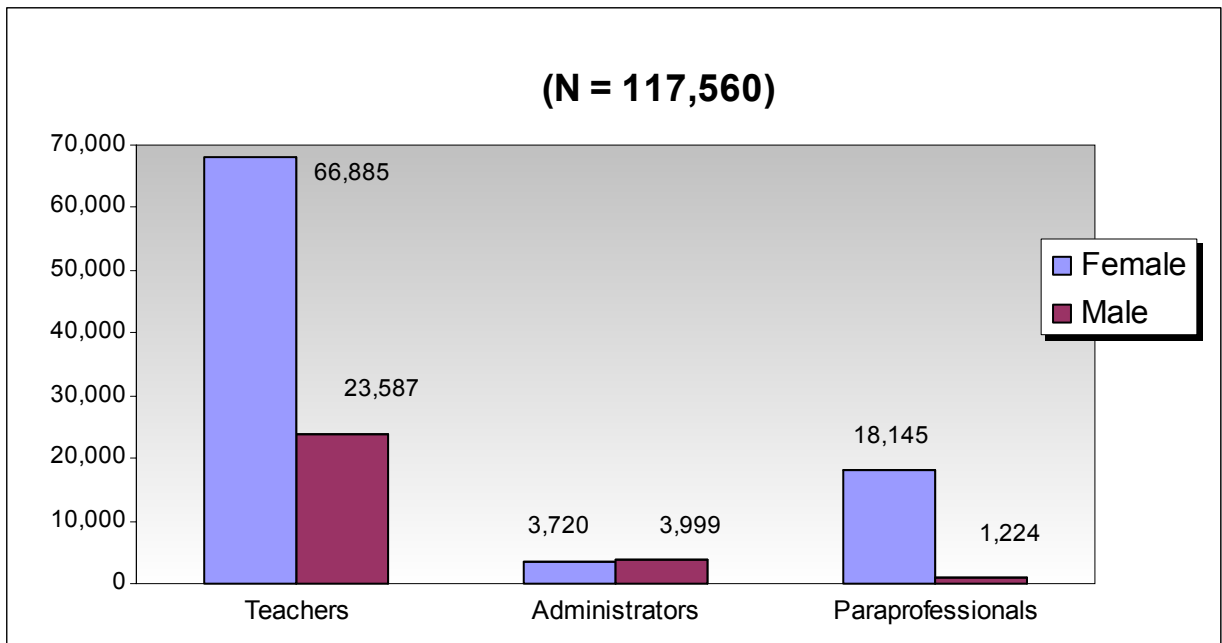
Table 8: Location of Paraprofessionals

	Number	Percent
Intermediate School District	2,685	13.9
Local Education Agency	16,154	83.3
Public School Academy	545	2.8
Total	19,384	100.0

Educational Personnel: A Comparison

The following charts reflect comparisons among administrators, teachers, and paraprofessionals regarding gender, race/ethnicity, and age for whom these characteristics were reported.

Educational Personnel by Gender

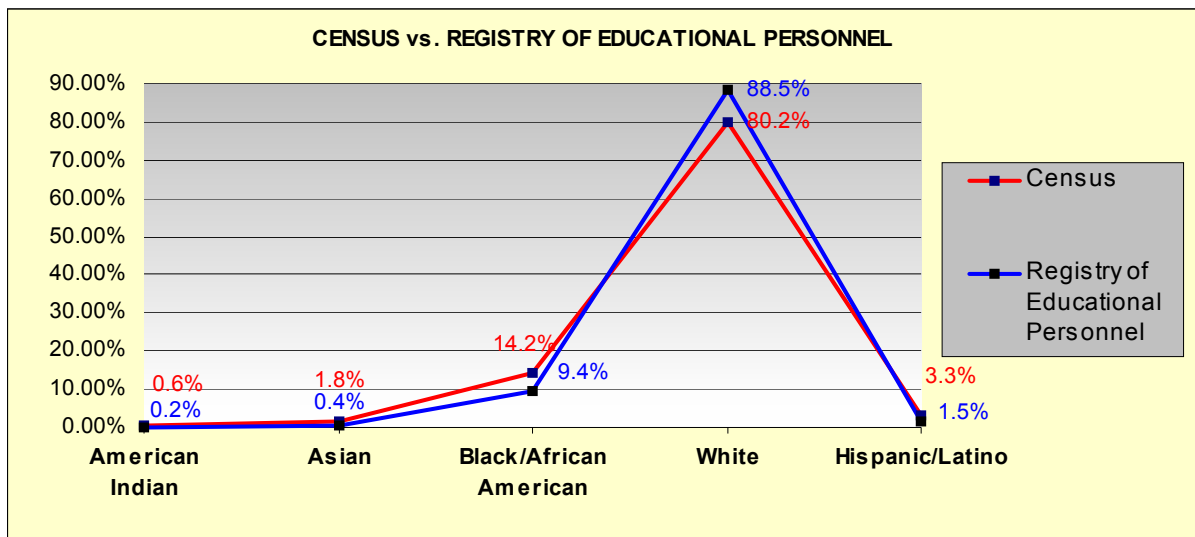


Females represent 74% of the teaching staff, 48% of the administrators, and 94% of the paraprofessional staff. Females comprise 77% of the teachers and paraprofessionals combined.

Educational Personnel by Race/Ethnicity

Race/Ethnicity	Personnel	Percent
American Indian	263	0.2
Asian	471	0.4
Black/African American	10,519	9.4
Native Hawaiian/Pacific Islander	56	0.0
White	99,795	88.5
Hispanic/Latino	1,722	1.5
Total	112,826	100.0

Educational Personnel by Race/Ethnicity (continued)

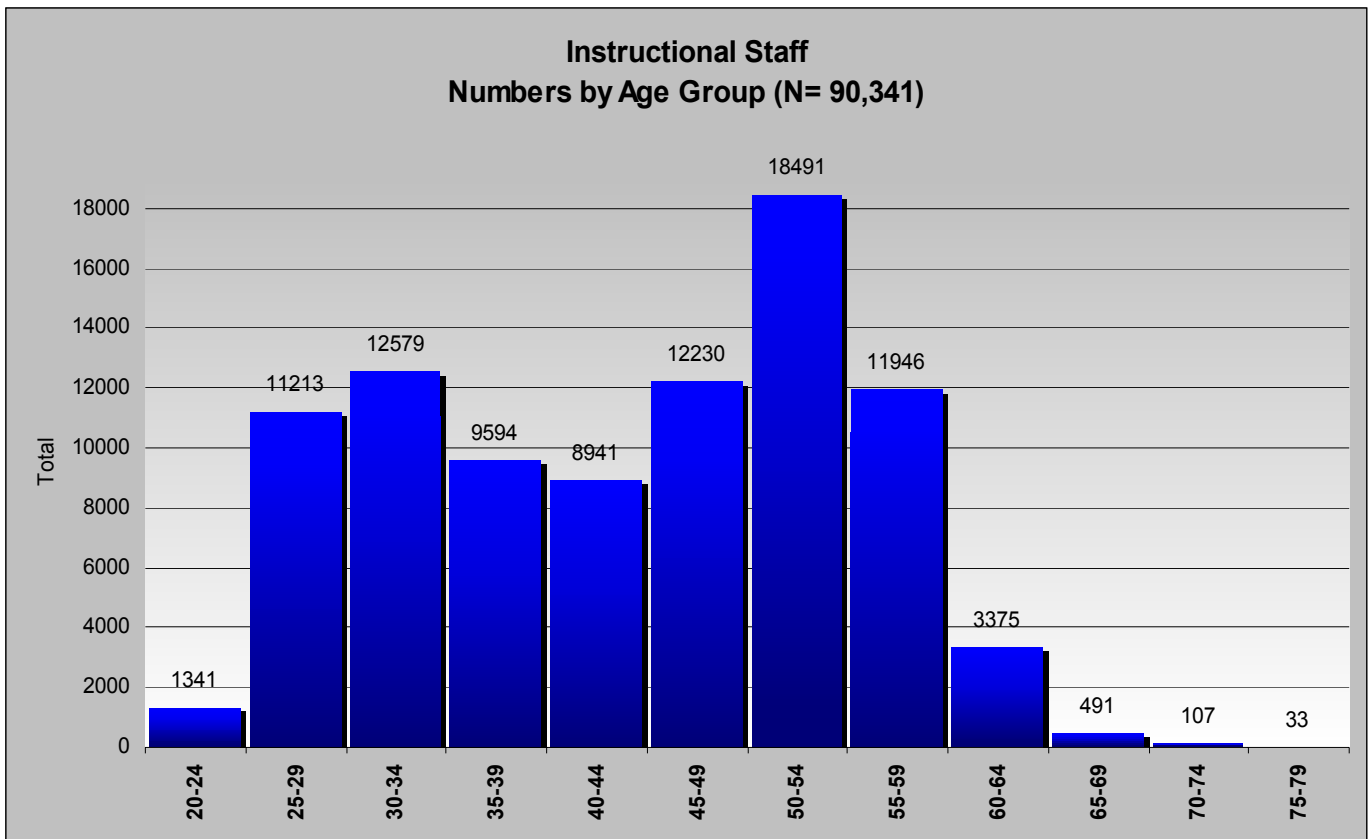
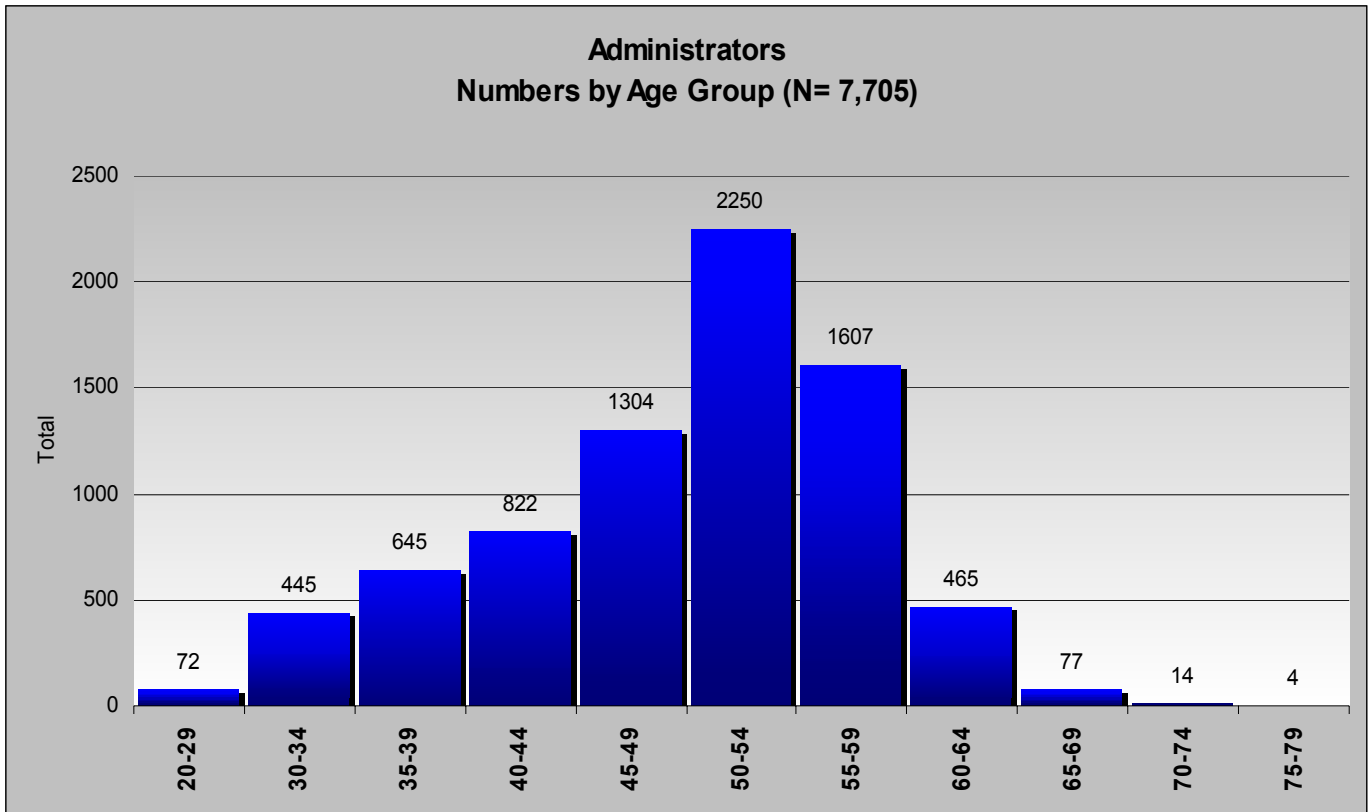


The U.S. Census Report for 2000 shows Michigan demographics with an 80.2% White population, 14.2% Black/African American, 0.6% American Indian, 3.3% Hispanic, and 1.8% Asian, compared to Michigan's Registry of Educational Personnel with 88.5% White, 9.4% Black/African-American, 1.5% Hispanic/Latino and less than 1% American Indian or Asian.

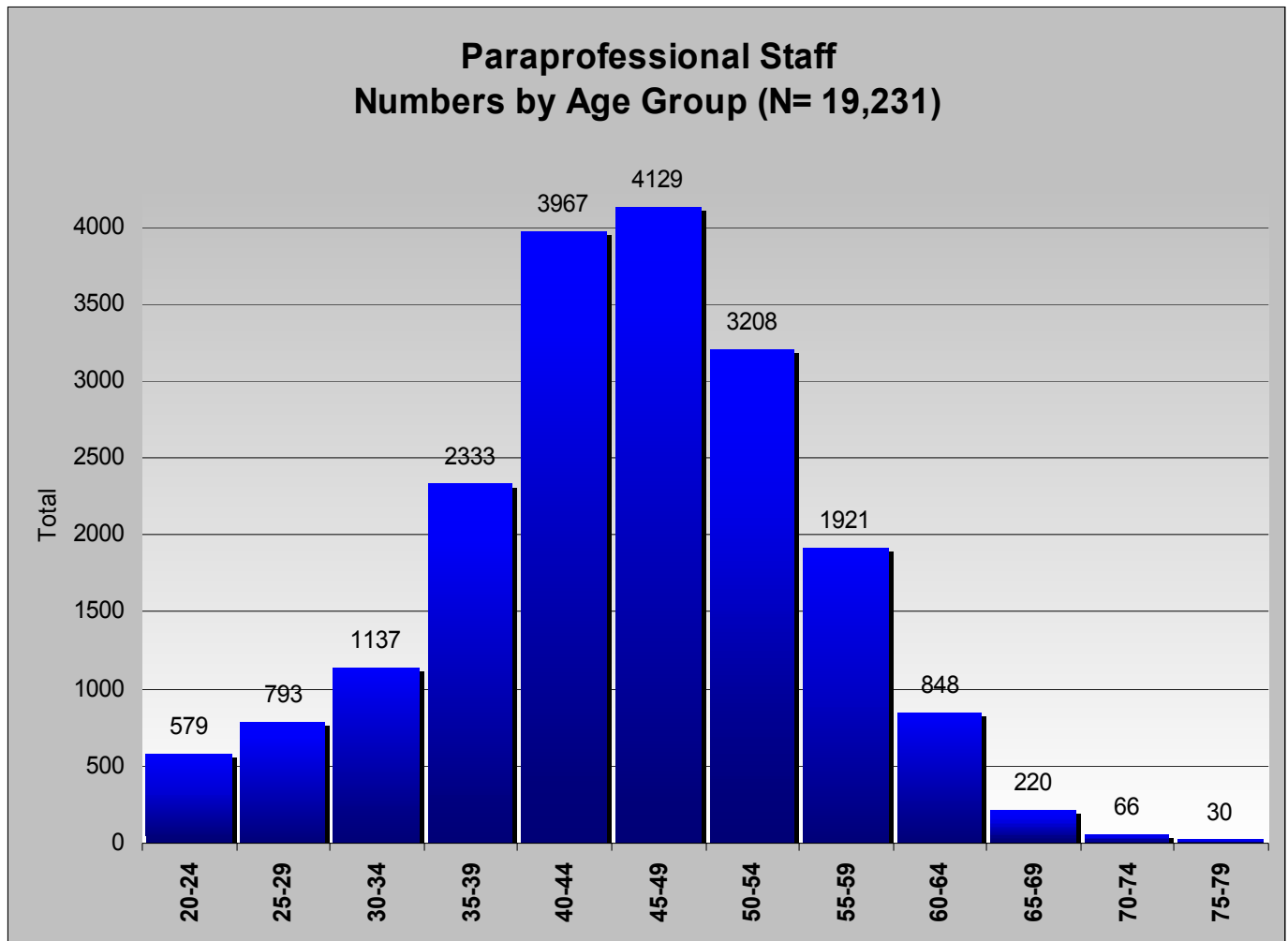
Comparison of the Racial/Ethnic Composition of Educational Groups

	Administrative	Instructional	Paraprofessional
White	85.00%	88.80%	88.40%
Black/ African	13.20%	9.30%	7.80%
Hispanic/Latino	1.30%	1.20%	3.00%
Asian	0.30%	0.40%	0.40%
American Indian	0.20%	0.20%	0.30%
Native Hawaiian/	0.01%	0.10%	0.10%

Educational Personnel by Age



Educational Personnel by Age (continued)



Background on the Data Collection

Michigan's K-12 public schools are required to submit data regarding educational personnel to the state. These data are used to meet state and federal reporting requirements and to assist education policymakers with improving the performance of Michigan's K-12 public schools. These data are submitted to the Center for Educational Performance and Information (CEPI) via the Registry of Educational Personnel (REP), one of the core data sets of the Michigan Education Information System (MEIS).

The REP data are collected twice annually — in the fall and at the end of the school year. The data collected during the fall submission are used for the annual audit of personnel by Michigan Department of Education (MDE). The data collected during the end-of-year submission are used to produce reports for the United States Department of Education, the Elementary and Secondary Education Act of 2001 (No Child Left Behind), the U.S. Office of Civil Rights, the

Council of Chief State School Officers, and the National Council of Educational Statistics. The REP data also will provide the Michigan State Board of Education with information concerning the professional development requirements of Michigan personnel.

Data were submitted to the REP for the first time at the end of the 2001-2002 school year. All of Michigan's 57 Intermediate School Districts (ISDs), 525 out of the 554 Local Education Agencies (LEA Districts) and 139 out of 189 Public School Academies (PSAs) submitted data. For this first submission to the REP, only data regarding administrators, teachers, and instructional paraprofessionals were collected, for a total of 137,284 records. Duplicate records comprised approximately one percent of the total submitted. Of the total submitted, 18,284 (13 percent) were invalid and were not included in the analysis. The report reflects only those records assumed valid.

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The Center for Educational Performance and Information (CEPI) collects, manages, and reports data about Michigan's K-12 public schools. More information about CEPI can be found at www.michigan.gov/cepi.

Notes:

The total numbers may vary from one chart or analysis to another, depending on the field, because of some inconsistencies in reporting by school districts.

For instance, the number of paraprofessionals for which an age group was reported (19,231) is less than the overall total of paraprofessionals reported (19,384). Therefore, an age was not reported for 153 paraprofessionals and not included in the age group chart.